

CITY OF DES MOINES
OFFICE OF
CHIEF OF POLICE

PERSONNEL
FILE

TO: Lourdes Hadenfeldt
Senior Police Officer
Operations Division

DATE: 30 July 2019

FROM: Dana Wingert
Chief of Police

SUBJECT: Administrative Review
2019ADM0020

Administrative Review No. 2019ADM0020 concerning your actions on February 28, 2019 has been concluded.

A review of the facts surrounding this incident has been completed by Captain Michael McTaggart and Assistant Chief Allan Tunks. Your supervisors determined, based on documents, video and photographs, there is evidence to support you failed to accurately report and document an incident leading to the arrest of an individual for Interference With Official Acts – Bodily Injury. Due to these inaccuracies, the charge was later dismissed.

Your supervisors also noted you reported that you sustained personal injury resulting from the incident; body camera video evidence is contrary to your documentation. Upon review of the investigation, your supervisors further determined you were not truthful under oath during a deposition preparatory to the criminal prosecution of the charge, and during the interview with Office of Professional Standards investigators.

The review by your supervisors determined your actions were in violation of the Des Moines Police Department General Orders and Operations Division Standard Operating Procedures.

- *SOP Chapter 4 Responsibilities, Section 6 – Make accurate reports of crimes, vehicular accidents and other incidents*
- *SOP Chapter 12 Section 3 Report Preparation – Officers should take the time to ensure that reports are clear and concise, with attention to proper grammar. Reports should be drafted in a manner that includes all factual elements necessary for prosecution of the case in court.*
- *SOP Chapter 12 Section 6 Testifying in court – It is critically important that all personnel be properly prepared for court and such preparation is a responsibility of the officer called to testify.*
- *General Orders Chapter 1, Standard of Conduct (2) Conduct Unbecoming – Employees shall not conduct themselves in a manner, on or off-duty, that cast doubt on their integrity, honesty, judgment or character.*
- *General Orders Chapter 1, Standard of Conduct (3) Accountability, Responsibility and Discipline – Employees shall be accurate, complete and truthful in all matters of the police department*
 - *Employees shall not knowingly make a false report, either verbal or written*
 - *Employees shall be prepared for truthful and accurate testimony for court and legal proceedings. This includes detailed reviews of the case records, files or other*

resources along with coordinating their preparation and appearance with prosecutors

- *General Orders Chapter 12 Manner of Testifying – Employees shall testify in a clear, distinct manner, answering questions promptly and truthfully. Employees shall conduct themselves in a professional manner during their entire court appearance.*
- *General Orders Chapter 26 Body Worn Cameras (c) Procedures for use – Mandatory recording Traffic stops*

In my review, I also considered your performance over the past two years as a Des Moines Police Officer. On November 5, 2018 you failed to obtain pertinent information regarding an assault and you received a Written Reprimand.

This incident and prior discipline calls into question your judgment. This misconduct is at a level that does not meet the expectations of the Des Moines Police Department. Your actions in this matter constitute gross misconduct, and I do not believe you can remain effective as a police officer. I support the recommendations from your commanding officers that your employment be terminated effective today, July 30, 2019.

You have the right to appeal my decision to the Des Moines Civil Service Commission within 14 days.



Dana Wingert